

ANNUAL REPORT  
COMMITTEE ON DIVERSITY  
SCHOOL OF EDUCATION  
APRIL 27, 2004\*

## **Introduction**

The committee commends the excellent and unfailing support and assistance of Nita Levison.

This should have been a banner year for diversity. The Annual SoE Retreat set its focus on diversity issues and the nation is celebrating the 50th anniversary of the Brown vs. Board of Education decision. In spite of these events, or perhaps because of these events, the committee failed to develop new initiatives in diversity.

The committee is concerned that recent administrative changes in the SoE have left the committee without diversity information on the recruitment and retention of faculty, staff and students. Diversity efforts in recruitment and retention are two of the four goals set by the committee in our plan. The other two goals are school climate and curriculum.

## **Activities**

### ***1. Reviewing Our Definition of Diversity***

In response to Rasmussen Web log statement of qualifications for teachers. The committee revised our definition to specifically include members of the Gay and Lesbian community. The revision was submitted to and approved by Policy Council. Our definition now reads:

Education and quality teaching are not dependent on ethnicity, gender, nationality, race, sexual orientation, or social class. One of the important goals of achieving diversity in our institution and in our society, is to include, support, and advocate for all groups that have been historically been discriminated against, excluded or marginalized in our schools and in our society.

### ***2. Multi-Cultural Performances***

The committee sponsored annual musical performances in the SoE Atrium:

- a. African American Chorale Ensemble in honor of Martin Luther King Day and Black History Month.
- b. International Vocal Ensemble

### **3. Diversity Lectures**

The committee recommended that the Committee on Lectures sponsor Maurice Daniels for his presentation, *Unsung Foot Soldiers in the Struggle for Civil Rights*, on April 29, 2004 commemorating the Brown Supreme Court decisions 50<sup>th</sup> Anniversary.

### **4. Hosting Diversity Tables in the SoE Atrium.**

La Casa, Disabled Student Offices, Asian American Culture Center, the Office of Gay, Lesbian, and Bi-Sexual Issues, and the Neal Marshall Black Culture Center to presented information to the students, staff, and faculty of the SoE.

### **5. Research and Diversity**

The committee noted that diversity has become an implicit criterion in awarding the Proffit and Kempf grants. A majority of the grants awarded this year met diversity criteria. The committee recommends that diversity become an explicit criteria in awarding internal research grants.

### **6. Research Web Page Developed**

The committee requested Nita Levison that develop an additional web page on our site to provide access and information regarding faculty research on diversity issues. The committee requested a direct link to the SoE Home page to make access less difficult.

### **7. Campus Wide Planning for Diversity**

Throughout the academic year committee members supported and participated in planning of campus wide events Martin Luther King Day; Brown v. Board of Education programming, and panels on civil rights in Bloomington for the Africana Festival.

Respectfully submitted,

Michael Tracy and Russ Skiba, Chairs, for the Committee on Diversity

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\* This report is a draft. The committee is scheduled to meet on May 1, 2004 to complete our annual business including approval of this report.